

Teacher Development: Connotation, Problems and Strategies

Leilei Wu

College of Foreign Languages & Literature, Northwest Normal University, Lanzhou, Gansu,
730000, China

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Abstract: Teacher development is a key point for teachers. There are some problems of professional development of teachers in schools. Low job satisfaction, unreasonable professional relevance, lack of teaching skills, inadequate teacher training, and unreasonable evaluation system. In view of the present situation and existing problems of the professional development of teachers and based on these problems, some possible improvement strategies for the professional development of teachers are put forward.

1. Introduction

With the popularization of the concept of lifelong education, the idea of lifelong education puts forward the requirement of “live and learn” for almost all professions. For teachers, the lifelong education is particularly important, because education is a special activity for society, and society is constantly developing. Therefore, teachers must constantly update the knowledge system in order to adapt to and promote social development. This is why lifelong education for teachers is more important than others. Under this background, teacher development has become the focus of many educational researchers.

2. Connotation of Teacher Development

Within the framework of pedagogy, teacher development involves the following four aspects:

First, the teacher development refers to the expansion of teacher professional knowledge. Teacher is a special professional, so it must be included that the expansion of professional knowledge in their professional development and this professional knowledge is necessary for these who engage in teacher profession. The expansion of teacher professional knowledge includes three aspects: the first one is that the expansion of professional knowledge; the second one is that the deepening of professional knowledge quality; and the last one is that the optimizing of professional knowledge structure.

Second, the teacher development refers to the improvement of related theories, such as pedagogy and psychology. As a special activity, teaching has its own special laws. Therefore, the improvement of the related theories, such as pedagogy and psychology, which involves the teaching law, is an indispensable part of teacher, because teachers, in their professional development, must learn something about students, classroom and teaching. The way they can get these theories is learning related subjects, such as pedagogy and psychology. Teachers observe, summarize and apply the laws of education and teaching in real teaching situations, and they supplement, improve and practice the theoretical knowledge of education and teaching they learned when they are students. At the same time, teachers promote their professional development.

Third, the teacher development refers to the improvement of teaching skills. The improvement of teacher teaching skills is the core of teacher development. The improvement of teaching skills of teachers includes the improvement of various skills. In the first place, the improvement of skill of teaching language. Language is the main medium between teachers and students. In most teaching activities, teachers need to use language to convey information to students. Therefore, the improvement of skill of teaching language is vitally important to teacher teaching skills. What's

more, the improvement of the skills of classroom management. The classroom organization and management from teachers can provide a better learning environment for students, so that students can more easily accept the knowledge they are learning. At the last, it includes the improvement of the skills of instructional design. The above three basic skills are the basic teaching skills that teachers must improve in their professional development.

Fourth, the improvement of teacher overall planning and awareness of their own profession. As a level of teacher professional development, teacher professional planning plays an extremely important role in teacher development. The short-term, medium-term and long-term development goals of teacher planning run through the whole process of teacher development.

3. Problems of Teacher Development

4. The Job Satisfaction of Teachers

Through the investigation of the professional development present situation of teachers, the author finds that, among the 30 teachers surveyed, only 20% are satisfied with their current career, and the remaining 80% are not satisfied with their current jobs. In the 80% of teachers who are not satisfied with their current jobs, 40% of teachers are dissatisfied with the amount of work, and they feel it is too much. It can be seen from the result of the questionnaire survey and interview that teachers low satisfaction with their work is one of the typical problems of new teacher development.

5. The Professional Relevance of Teachers

The professional mismatches of teachers have a relatively adverse impact on the professional development of teachers. The evaluation of teachers professional development mainly depends on the excellence of the published papers of the majors they teach, while the in-depth understanding of the non-corresponding majors makes them more flexible in teaching. It takes more time and energy to achieve something in teaching than it does in your major. It is an unreasonable use of educational resources and a waste of educational resources. What's more, such faculty is irresponsible to students. Even so, there is a serious problem in the aspect of the professional relevance of teachers.

6. The Teaching Ability of Teachers

According to the results of questionnaires and interviews, it can be seen that the teachers lack the ability to apply professional knowledge and relevant theoretical knowledge of pedagogical psychology to practical teaching. This reflects that teachers lack the ability to meet basic teaching needs.

7. The Training for Teachers

Teachers can acquire more specific and practical professional skills and knowledge through training. In terms of teachers professional development, there are many teachers professional development training methods, such as topic discussion, visiting, teaching demonstration and teaching practice.

8. The Evaluation Mechanism of Teacher Development

As an important part of educational evaluation, teacher evaluation is an activity of making value judgment on teachers work performance. Teachers evaluation, for professional development of teachers, is important. However, the current evaluation of teachers is linked to rewards and punishments. The unified evaluation method ignores teachers initiative and individual differences, and has gone further and further away from the original goal, that is to promote teachers professional development, with more and more prominent negative impact.

9. Strategies of Teacher Development

10. Improvement Strategies for Teachers Low Satisfaction to Their Work

In view of the problem of teachers low satisfaction with their own work, the main reason for this situation is that the countryside elementary schools in this area do not attach enough importance to the subjects, which leads to the low status of teachers, and these factors lead to the low satisfaction of teachers with their own work. Therefore, it is believed that with the popularization and development of teaching, Thus it will promote the professional development of teachers.

11. Improvement Strategies for Unreasonable Professional Relevance

The discrepancy between teaching subjects and learning majors is one of the typical problems in teacher development. In order to solve this problem, it can be proposed a possible improvement strategy: the education authority will transfer the proposed teacher recruitment plan to each school, and these schools need to count the number of teachers required for each subject, and then report the number to the education authority.

12. Improvement Strategies for Lack of Teaching Ability

Teachers can not effectively transform their professional knowledge into teaching practice at the beginning of their teaching career. The reason is that the teachers have just completed the transformation from students to teachers. Therefore, they can not transform their professional knowledge into teaching practice. The preceding part mentioned that teaching is a special activity , and it has its own special laws, so “teaching” is “teachable”. Therefore, it is believed that the possible strategies to improve this problem are as follows: first, new teachers should be open-minded to consult practiced teachers with rich teaching experience, so as to gain valuable teaching experience from practiced teachers. Second, new teachers can learn by themselves through the internet in order to promote their development.

13. Improvement Strategies for Lack of Teacher Training

In view of the shortage of teacher training for teachers, it can be put forward some possible improvement strategies as follows: First, it is necessary to incorporate the training of teachers into the guarantee of local education funds to ensure the increase of training opportunities for teachers. Second, the content of teacher training should meet the actual needs of teachers. The content of teacher training should be given according to the actual needs of teachers. Third, training forms should be diversified. The training methods of teachers must be closely combined with classroom teaching.

14. Improvement Strategies for Unreasonable Teacher Evaluation Mechanism

At present, the evaluation mechanism of teachers development is still the traditional one. The purpose of the traditional evaluation mechanism is to judge whether teachers have rewards and punishments. In order to improve the present situation of unreasonable evaluation mechanism of professional development of teachers, it is believed that the evaluation mechanism of professional development of teachers in this area can be improved slightly. That is, the evaluation results of teacher development are not only the standard for rewarding and punishing teachers, but also the standard for improving teacher development.

15. Conclusion

The idea of lifelong education puts forward the requirements of “ live and learn” for almost everyone. For the group of teachers, the idea of lifelong education is particularly important. The

reason are as follows: the activity that teachers work on is education. Education is a special activity for society. Because the society is constantly developing. There fore, teachers must constantly update the knowledge system in order to adapt to the development of the society. Above all, with the popularity of the idea of lifelong education, the research on development of teachers is paid more attention.

References

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